

Message Text

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NASA/TN/CATAYLOR (SUBSTANCE)

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FM SECSTATE WASHDC

TO AMEMBASSY TANANARIVE PRIORITY

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E.O. 11652: N/A

TAGS: TSPA

SUBJECT: BANK DEDUCTIONS FOR FORMER BFEC EMPLOYEES

REF: TANANARIVE 0301

1. DETAILED WORKSHEETS HAVE BEEN POUCHED VIA DEPARTMENT FOR BENDIX COUNSEL. CHECKS FOR BCIM SENT VIA POUCH TO LEON RABEONIRIVELO.

2. IN REPLY QUESTIONS REFTEL FOLLOWING IS GENERAL METHOD EMPLOYED IN CALCULATING TERMINATION AND UNEMPLOYMENT PAY. (SPECIFIC AMOUNTS FOR EACH OF THE EMPLOYEES LISTED IS CONTAINED IN THE INFORMATION POUCHED VIA DEPARTMENT.)

A. TERMINATION PAY CALCULATIONS -- (NO CNAPS DEDUCTED FOR ANY EMPLOYEE)

STEP 1 -- TERM OF NOTICE FIGURES RANGING FROM 8 DAYS TO 2 1/2 MONTHS ORIGINALLY SUPPLIED FROM RICHARD IN EMBASSY
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WERE ASSUMED CORRECT.

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- "STEP 2 -- AMOUNT DETERMINED IN STEP ONE MULTIPLIED BY EACH EMPLOYEES AVERAGE MONTHLY INCOME (USUALLY GROSS INCOME FOR LAST 12 MONTHS WORKED DIVIDED BY 12) TO GIVE GROSS TERMINATION PAY. THIS WAS ACTUAL FINAL PAYCHECK FOR 195 EMPLOYEES.

STEP 3 -- FOR 20 EMPLOYEES FIGURE IN STEP TWO HAD TO BE ADJUSTED TO REFLECT BANK LOAN REPAYMENT (17 EMPLOYEES FOLLOWING DUMONT'S PROPORTIONAL RULE), CALCULATION ERRORS, VACATION OVERPAYMENT OR UNDERPAYMENT, ADVANCE EXCEEDED ACTUAL HOURS WORKED, UNPAID HOURS WORKED, OR PAID IN U.S. WITH DOLLARS INSTEAD OF FMG.

B. UNEMPLOYMENT PAY CALCULATION -- (NO CNAPS DEDUCTED FOR ANY EMPLOYEE)

STEP 1 -- NUMBER OF YEARS SERVICE (RANGING FROM ZERO IF LESS THAN ONE YEAR TO 10) ORIGINALLY SENT FROM RICHARD AT U.S. EMBASSY WERE ASSUMED CORRECT.

STEP 2 -- FIGURE IN STEP ONE MULTIPLIED BY 6 DAYS UNEMPLOYMENT BENEFIT PER YEAR'S SERVICE TO GIVE TOTAL ELIGIBLE UNEMPLOYMENT BENEFIT DAYS.

STEP 3 -- AVERAGE DAILY SALARY (USING MONTHLY CALCULATION DERIVED FOR TERMINATION PAY DIVIDED BY 21.67 WORK-DAYS PER MONTH) MULTIPLIED BY ELIGIBLE BENEFIT DAYS DERIVED IN STEP 2 ABOVE TO GIVE GROSS UNEMPLOYMENT PAY. THIS WAS FINAL UNEMPLOYMENT PAYCHECK FOR ALL BUT 46.

STEP 4 -- FOR 46 EMPLOYEES FIGURE DERIVED IN STEP THREE ABOVE HAD TO BE ADJUSTED AS WITH TERMINATION PAY TO MAKE FINAL FIGURE. INGERSOLL

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